

**WGRB(AM), WGCI-FM, WNUA(FM), WKSC-FM, WVAZ(FM),  
WLIT-FM & WVON(AM)**

**EEO PUBLIC FILE REPORT**  
**August 1, 2006 to July 31, 2007<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
National Sales Assistant	1-51, 53-56, 59, 62-63	63
National Sales Assistant	1-51, 53-56, 59, 62-63	63
Sales Assistant – WNUA(FM)	1-51, 53-56, 59, 62	51
Program Director – WVAZ(FM)	1-51, 53-54, 56, 59, 62	53
Promotions Coordinator – WLIT-FM	1-51, 53-56, 59, 62-63	63
Online Content Coordinator	1-51, 53-56, 59-60, 62	60
On-Air Host – WVAZ(FM)	1-51, 53-56, 59, 62	50
On-Air Host – WGCI-FM	1-51, 53-56, 59, 62	62
Sales Assistant – WVAZ(FM)/WGRB(AM)	1-51, 53-56, 59, 62	53
Promotions Coordinator – WKSC-FM	1-51, 53-56, 59, 62-63	63
Program Director – WVON(AM)	1-51, 53-54, 56, 59, 62	40
Sales Assistant – WNUA(FM)	1-51, 53-56, 59, 62	59
Promotions Director – WGCI-FM	1-51, 53-54, 56, 59, 62-63	63
Promotions Coordinator – WVAZ(FM)/WGRB(AM)	1-51, 53-56, 59, 62	62
Program Director – WGRB(AM)	1-51, 53-54, 56, 59, 62	53
Sales Assistant – WNUA(FM)	1-51, 53-56, 59, 62-63	63
Local Sales Manager – WVON(AM)	1-51, 53-54, 56, 59, 62	40
Continuity Coordinator – WNUA(FM)/WVAZ(FM)	1-51, 53-56, 59, 62	51
Continuity Coordinator – WNUA(FM)	1-51, 53-56, 59, 61-62	61
Receptionist	1-51, 53-56, 59, 62	54
Local Sales Manager	1-51, 53-54, 56, 59, 62	62
Local Sales Manager	1-51, 53-54, 56, 59, 62	62
Account Executive	1-56, 58-59, 62, 64	53
Account Executive	1-56, 58-59, 62, 64	53
Account Executive	1-56, 58-59, 62, 64	53
Account Executive	1-56, 58-59, 62, 64	53
Account Executive	1-56, 58-59, 62, 64	53

<sup>1</sup> This report provides recruitment data collected from July 22, 2006 through July 21, 2007. This report was revised in July 2008 to address minor reporting issues.

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Board Operator – WVON(AM)	1-51, 53-54, 56, 59, 62	53

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WLIT-FM & WVON(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2006 to July 31, 2007**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	<b>AACF Computer Learning Center</b> 145 Westgate Oak Park, IL 60301 (708) 848-1700 Contact: Tami Yarbrough	Y	0
2	<b>Augustana College</b> 639 38 <sup>th</sup> Street Rock Island, IL 61201 (309) 794-7339 Email: <a href="mailto:caklauke@augustana.edu">caklauke@augustana.edu</a> Contact: Laura O'Melia	N	0
3	<b>Ball State University</b> Muncie, IN 47306 (765) 285-2436 Email: <a href="mailto:hsullivan@bsu.edu">hsullivan@bsu.edu</a> Contact: Heather Fidler	N	0
4	<b>Benedictine University</b> 5700 College Drive Lisle, IL 60532 (630) 829-6037 Contact: Julie Cosimo	Y	0
5	<b>Black College Radio Organization</b> P.O. Box 3191 Atlanta, GA 30302 (404) 523-6136 Email: <a href="mailto:BCRMail@aol.com">BCRMail@aol.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	<b>Bradley University</b> 1501 W. Bradley Avenue Peoria, IL 61625 (309) 676-7611 Email: <a href="mailto:kwiedman@bradley.edu">kwiedman@bradley.edu</a> Contact: Kay Wiedman	N	1
7	<b>Centers for New Horizons</b> 4150 S. King Drive Chicago, IL 60653 (773) 373-5700 Email: <a href="mailto:charleneh@cnh.org">charleneh@cnh.org</a> Contact: Charlene Hill	N	0
8	<b>Chicago State University</b> 9501 S. King Drive Chicago, IL 60628 (773) 995-2327 Email: <a href="mailto:careers@csu.edu">careers@csu.edu</a> Contact: Tameca Blossom-Lyons	N	0
9	<b>Columbia College</b> 600 S. Michigan Avenue Chicago, IL 60605 (312) 344-7280 Email: <a href="mailto:columbiaworks@colum.edu">columbiaworks@colum.edu</a> Contact: Tom Joyce	Y	6
10	<b>Concordia University</b> 7400 Augusta Street River Forest, IL 60306 (708) 209-3033 Email: <a href="mailto:career.services@cuchicago.edu">career.services@cuchicago.edu</a> Contact: Darcie Campos	Y	0
11	<b>DePaul University</b> 1 E. Jackson Chicago, IL 60604 Email: <a href="mailto:kwise@depaul.edu">kwise@depaul.edu</a> Contact: Katie Wise	N	3
12	<b>Eastern Illinois University</b> 600 N. Lincoln Avenue Charleston, IL 61920 Email: <a href="mailto:cfdgb@eiu.edu">cfdgb@eiu.edu</a> Contact: Doug Bock	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
13	<b>Elmhurst College</b> 190 Prospect Avenue Elmhurst, IL 60126-3296 (630) 617-3500 Email: <a href="mailto:anthonyc@elmhurst.edu">anthonyc@elmhurst.edu</a> Contact: Anthony Colantoni	N	1
14	<b>Harold Washington College</b> 30 E. Lake Street Chicago, IL 60601 (312) 553-5600 Email: <a href="mailto:jsloss@ccc.edu">jsloss@ccc.edu</a> Contact: James Sloss, Jr.	Y	0
15	<b>Insite Training</b> 4343 W. 123 <sup>rd</sup> Street Alsip, IL 60803 (708) 371-9790 Email: <a href="mailto:dwillis@sertomacentre.org">dwillis@sertomacentre.org</a> Contact: Deanna Willis	Y	0
16	<b>Illinois Department of Employment Security</b> 33 S. State Street Chicago, IL 60603 (312) 793-6818 Contact: Mike Poyma	Y	0
17	<b>Illinois Center for Broadcasting</b> 55 W. 22 <sup>nd</sup> Street Lombard, IL 60148 (630) 916-1700 Email: <a href="mailto:gary@beonair.com">gary@beonair.com</a> Contact: Gary James	Y	5
18	<b>Jobs For Youth/Chicago, Inc.</b> 50 E. Washington Street, Fourth Floor Chicago, IL 60602 (312) 499-4778 Email: <a href="mailto:info@jfychicago.org">info@jfychicago.org</a> Contact: Carla Outten	Y	0
19	<b>Kane County Department of Employment</b> 30 DuPage Court Elgin, IL 60120 (847) 888-7900 Contact: Kathleen Wall	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
20	<b>Kennedy King College</b> 6800 S. Wentworth, 2E49 Chicago, IL 60621 (773) 602-5419 Contact: Esmeralda Torres	Y	0
21	<b>Korean American Community Services</b> 4300 California Avenue Chicago IL 60618 (773) 583-5501, Ext. 125 Email: <a href="mailto:info@kacschgo.org">info@kacschgo.org</a> Contact: Claudia Perez	Y	0
22	<b>Lake Forest College</b> 555 N. Sheridan Road Lake Forest, IL 60045 (847) 234-3100 Email: <a href="mailto:degross@lakeforest.edu">degross@lakeforest.edu</a> Contact: Helene Degross	N	0
23	<b>Lakeland Community College</b> 5001 Lake Land Boulevard Mattoon, IL 61938 (217) 234-5430 Email: <a href="mailto:jobs@lakeland.cc.il.us">jobs@lakeland.cc.il.us</a> Contact: Heather Nohren	Y	0
24	<b>LDS Employment Resource Services</b> 1801 N. Mill Street Naperville, IL 60563 Email: <a href="mailto:wel-ec-chicago@ldsmail.net">wel-ec-chicago@ldsmail.net</a> Contact: Sally Morrison	Y	0
25	<b>Lewis University</b> 1 University Parkway Romeoville, IL 60466 (815) 836-5282 Email: <a href="mailto:breierch@lewisu.edu">breierch@lewisu.edu</a> Contact: Chris Breier	Y	0
26	<b>Loyola University</b> 6439 N. Sheridan Road Chicago, IL 60626 (773) 508-7010 Contact: Joe Reeves	Y	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
27	<b>Malcolm X College</b> 1900 W. VanBuren Chicago, IL 60612 (312) 850-7188 Email: <a href="mailto:rholder@ccc.edu">rholder@ccc.edu</a> Contact: Renodder Holder-Brown	N	0
28	<b>Miller Broadcast Management, Inc.</b> 616 W. Fulton Street, Suite 516 Chicago, IL 60661 (312) 454-1111 Email: <a href="mailto:info@millerbroadcast.com">info@millerbroadcast.com</a> Contact: Matt Miller	N	0
29	<b>Moraine Valley Community College</b> 9000 College Parkway Palos Hills, IL 60465 (708) 974-5737 Email: <a href="mailto:kelsay@morainevalley.edu">kelsay@morainevalley.edu</a> Contact: Lisa Kelsay	Y	0
30	<b>Moody Bible Institute</b> 820 N. LaSalle Chicago, IL 60610 (312) 329-2155 Email: <a href="mailto:careerdev@moody.edu">careerdev@moody.edu</a> Contact: Katie Issak	Y	0
31	<b>North Central College</b> 30 N. Brainerd Street Naperville, IL 60563 (630) 637-5141 Contact: Marlene Staryzk	Y	0
32	<b>Northern Illinois University</b> Campus Life Building, Room 220 DeKalb, IL 60115 (815) 753-8344 Email: <a href="mailto:careerservices@niu.edu">careerservices@niu.edu</a> Contact: Kathy Zuidema	N	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
33	<b>Northeastern Illinois University</b> 5500 N. St. Louis Avenue Chicago, IL 60625-4699 (773) 442-4680 Email: <a href="mailto:B-Cosentino@neiu.edu">B-Cosentino@neiu.edu</a> Contact: Barbara Cosentino	N	0
34	<b>Northwestern Business College</b> 1805 F Mill Street Naperville, IL 60568 (630) 753-9091 Email: <a href="mailto:jclarke@nwbc.edu">jclarke@nwbc.edu</a> Contact: Jennifer Clarke	Y	0
35	<b>Parkland College</b> 2400 W. Bradley Champaign, IL 61821 (217) 351-2536 Email: <a href="mailto:CMartin@parkland.edu">CMartin@parkland.edu</a> Contact: Carolyn Martin	Y	0
36	<b>Purdue University – Calumet</b> 2200 169 <sup>th</sup> Street Hammond, IN 46323-2094 (219) 989-2600 Email: <a href="mailto:careerservices@calumet.purdue.edu">careerservices@calumet.purdue.edu</a> Contact: Donna Weidenfeller	Y	0
37	<b>Rainbow/Operation Push</b> 930 E. 50 <sup>th</sup> Street Chicago, IL 60615 (773) 373-3366 Contact: Tannis Williamson	Y	0
38	<b>Radio Center for People With Disabilities</b> 230 E. Ohio Street, Suite 101 Chicago, IL 60611 (312) 640-5000 Email: <a href="mailto:RC4PD@aol.com">RC4PD@aol.com</a> Contact: Brad Saul	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
39	<b>Robert Morris College</b> 401 S. State Street Chicago, IL 60605 (312) 935-4042 Email: <a href="mailto:bboersma@robertmorris.edu">bboersma@robertmorris.edu</a> Contact: Bonnie Boerema	Y	0
40	<b>Right Track Mentoring &amp; Employment</b> (708) 647-9904 Contact: Michelle Rouse	Y	3
41	<b>Southern Illinois University</b> Woody Hall B-204, Mailcode 4703 Carbondale, IL 62901-6606 (618) 453-7112 Email: <a href="mailto:bevj@siu.edu">bevj@siu.edu</a> Contact: Beverly Robbins	N	0
42	<b>Spanish Coalition for Jobs</b> 2011 W. Pershing Road Chicago, IL 60609 (773) 247-0707 Email: <a href="mailto:scj@scj-usa.org">scj@scj-usa.org</a> Contact: Celia Lopez	N	0
43	<b>STRIVE/Chicago Employment Service</b> 4910 S. King Drive Chicago, IL 60615 (773) 624-9700 Email: <a href="mailto:dgerald@strivechicago.org">dgerald@strivechicago.org</a> Contact: Mary Edwards	Y	0
44	<b>Trinity Christian College</b> 6601 W. College Drive Palos Heights, IL 60463 (708) 239-4821 Email: <a href="mailto:careercenter@trnty.edu">careercenter@trnty.edu</a> Contact: Jackie Medenblik	N	0
45	<b>Truman College</b> 1145 W. Wilson Chicago, IL (773) 907-4737 / (773) 907-4714 Email: <a href="mailto:amarin17@ccc.edu">amarin17@ccc.edu</a> Contact: Amanda Marin	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
46	<b>University of Illinois</b> 119 Gregory Hall Champaign, IL 61820 (217) 333-0709 Email: <a href="mailto:jasweet@uiuc.edu">jasweet@uiuc.edu</a> Contact: Julie Sweet	Y	0
47	<b>University of Illinois – Chicago</b> 1200 W. Harrison Street Chicago, IL 60607 (773) 702-1234 Email: <a href="mailto:mbrooks@uchicago.edu">mbrooks@uchicago.edu</a> Contact: Max Brooks	Y	2
48	<b>Wilbur Wright College</b> 4300 N. Narragansett Chicago, IL 60634 (773) 481-8527 Email: <a href="mailto:job_placement_wright@ccc.edu">job_placement_wright@ccc.edu</a> Contact: Irene Horne	Y	0
49	<b>YWCA of Metropolitan Chicago</b> 360 N. Michigan Avenue, Suite 800 Chicago, IL 60601 (312) 372-6600 Email: <a href="mailto:rian.brassel@ywcachicago.org">rian.brassel@ywcachicago.org</a> Contact: Rian Brassel	N	0
50	<b>Station Websites (all SEU stations)</b> <a href="http://www.gospel1390.com">www.gospel1390.com</a> ; <a href="http://www.wgci.com">www.wgci.com</a> ; <a href="http://www.wnua.com">www.wnua.com</a> ; <a href="http://www.kiss1035.com">www.kiss1035.com</a> ; <a href="http://www.v103.com">www.v103.com</a> ; <a href="http://www.litefm.com">www.litefm.com</a> ; <a href="http://www.wvon.com">www.wvon.com</a>	N	37
51	<b>Clear Channel Clear Careers Website</b> 200 E. Basse Road San Antonio, TX 78209 <a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	26
52	<b>Chicago Tribune</b> (312) 222-2222 Contact: Chad Jones	N	3
53	<b>Employee Referral</b>	N	31
54	<b>Walk-Ins/Self Referral</b>	N	4
55	<b>Internship Program</b>	N	4
56	<b>Internal Posting</b>	N	12

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
57	<b>Inside Radio</b> P.O. Box 442 Littleton, NH 03561 (800) 640-8852 <a href="http://www.insideradio.com">www.insideradio.com</a> Contact: Gene McKay	N	0
58	<b>On-Air Announcements (all SEU stations)</b>	N	0
59	<b>Job Fairs</b>	N	7
60	<b>Craigslist Website</b> <a href="http://www.chicago.craigslist.com">www.chicago.craigslist.com</a>	N	8
61	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
62	<b>Non-Employee Referral</b>	N	42
63	<b>Internal Transfer/Promotion</b>	N	6
64	<b>Monster.com Website</b> <a href="http://www.monster.com">www.monster.com</a>	N	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			207

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WLIT-FM & WVON(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2006 to July 31, 2007**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Job Fair	On September 7, 2006, our stations participated in a job fair at Loyola University. Station participants included our Human Resources Manager and Promotions Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.
<b>2</b>	Participate in Job Fair	On September 13, 2006, our stations participated in the Illinois Broadcasters Association Career Fair. Station participants included our Human Resources Manager and Promotions Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>3</b>	Participate in Job Fair	On November 7, 2006, our stations participated in the DePaul University Sales, Marketing and Communications Career Fair. Station participants included our Human Resources Manager and Promotions Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.
<b>4</b>	Participate in Job Fair	On February 20, 2007, our stations participated in the DePaul University Music Business Organization Internship Fair. Station participants included our Human Resources Manager and Promotions Assistant, who discussed job opportunities and internships at the stations with students interested in broadcasting careers.
<b>5</b>	Participate in Job Fair	On March 29, 2007, our stations participated in a Communications Networking Event at Loyola University. Station participants included our Human Resources Manager and Promotions Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.

<b>6</b>	Participate in Job Fair	On June 6, 2007, our stations participated in a job fair at the Rainbow PUSH Coalition and Citizenship Education Fund Conference. Station participants included our Human Resources Manager and On-Air Personality, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>7</b>	Participate in Job Fair	On October 10, 2006, WGCI-FM participated in a career night sponsored by the Chicago Police Department. Students from local colleges, trade schools and high school, as well as professionals, attended the event. Station participants included our WGCI-FM Promotions Assistants, who discussed job opportunities at the stations with individuals interested in broadcasting careers and promoted the event.
<b>8</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On February 9, 2007, our stations participated in the Chicago Public Schools Groundhog Job Shadow Day. Station participants included our Director of National Sales, WGCI-FM Promotions Director, WLIT-FM Promotions Director, Programming Assistant and Human Resources Manager.
<b>9</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On February 22 & 26, 2007, our Communications Coordinator spoke to the students in an Introduction to Radio class at Columbia College about her career path and about career opportunities in broadcasting.
<b>10</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On February 28, 2007, our On-Air Personality participated in the Coretta Scott King School's Career Symposium and spoke to students about his career path and about career opportunities in broadcasting.
<b>11</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On March 13, 2007, our On-Air Personality participated in the Bret Harte Elementary School I.S.A.T. Pep Rally and spoke to students about career opportunities in broadcasting.
<b>12</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On March 16, 2007, our stations hosted a group of 45 students from the University of Wisconsin-Madison, who spent an afternoon learning about the business side of radio at our facilities. Station participants included our Account Executives, General Sales Manager, Local Sales Manager, Promotions Director and Human Resources Manager, who provided information to the students about radio operations and broadcasting careers.

<b>13</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 3, 2007, our On-Air Personality participated in the Markham Park School Career Day and spoke to students about career opportunities in broadcasting.
<b>14</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 25, 2007, our On-Air Personality participated in the Lockport Township High School Job Shadow Day.
<b>15</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On July 5, 2007, two of our On-Air Personalities and our WGCI-FM Promotions Coordinator spoke to Columbia College students about career opportunities in broadcasting.
<b>16</b>	Internship Program	<p>During the reporting period, our stations hosted approximately 20 interns per quarter from the following colleges and universities: Columbia College, Arizona State University, University of Illinois, Boston University, Illinois Center for Broadcasting, Illinois State University, DePaul University, Northern Illinois University, East West University, and Kentucky State University. In addition, our stations hosted three interns as part of the Clear Channel University, Bayliss Internship Program.</p> <p>Interns work in the Promotions Department and receive college credit for their participation in the program. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>Our stations also provided Internship Summer Seminars, a four-week program that includes workshops to help students learn more about the radio industry. Station participants included our Vice President of Communications, On-Air Personality, Production Director, News Director, Account Executive, General Sales Manager and NTR Coordinator.</p>
<b>17</b>	Sponsor Job Fair	On April 19, 2007, our stations sponsored the Women's Job Fair held at the Wyndham Hotel Chicago. Station participants included our General Sales Manager and Human Resources Assistant, who recruited candidates for open positions and discussed career opportunities at the stations with individuals interested in broadcasting careers.

<b>18</b>	Provide Training to Managers Regarding Equal Employment Opportunity and Non-Discrimination	On August 14, 2006, all station managers participated in diversity and inclusion training conducted by the Clear Channel Corporate Talent and Diversity Manager. This training was also provided to all full-time employees on November 14, 2006. On January 16, 2007, our station managers participated in a workshop presented by the Clear Channel Corporate Human Resources Manager, which covered non-discrimination among other topics.

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WLIT-FM & WVON(AM)**

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**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant – WGCi-FM	1-60, 62-65, 68, 72, 74	62
Sales Assistant – WGCi-FM	1-60, 62-65, 68, 72, 74	64
Sales Assistant – WGCi-FM	1-60, 62-65, 68, 72, 74	62
Sales Assistant – WKSC-FM	1-60, 62-65, 68, 72, 74	62
Sales Assistant – WVON(AM)	1-59, 65, 75-76	75
National Sales Assistant	1-60, 62-65, 68, 72, 74	62
Afternoon & Evening Show Producer – WVON(AM)	1-59, 61-62, 65, 75	75
On-Air Host – WVAZ(FM)	1-60, 62-65, 68, 72, 74-75	75
IT Assistant	1-60, 62-65, 68, 72, 74	59
Sales Assistant – WLIT-FM	1-60, 62-65, 68, 72, 74	64
Sales Assistant – WLIT-FM	1-60, 62-65, 68, 72, 74-75	75
Morning Show Producer – WKSC-FM	1-60, 62-63, 65, 68, 72, 74-75	75
Online Content Coordinator	1-60, 62-65, 68-69, 72, 74	69
Online Content Coordinator	1-60, 62-65, 68-69, 72, 74	69
Program Director – WVON(AM)	1-59, 61-65, 75	75
Promotions Coordinator – WGCi-FM/WNUA(FM)	1-60, 62-65, 68, 72, 74-75	75
Assistant Controller	1-60, 62-65, 68, 72, 74-75	75
Executive Sales Assistant	1-60, 62-63, 65, 68, 72, 74	62
Executive Sales Assistant	1-60, 62-63, 65, 68, 72, 74-75	75
Executive Sales Assistant	1-60, 62-63, 65, 68, 72, 74-75	75
Account Executive – WVON(AM)	1-59, 61-62, 65, 75-76	75
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	72
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	60
Account Executive	1-69, 71-72, 74	59

<sup>1</sup> This report provides recruitment data collected from July 22, 2007 through July 21, 2008.

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-69, 71-74	73
Account Executive	1-69, 71-72, 74	54
Account Executive	1-69, 71-72, 74	59
Account Executive	1-69, 71-72, 74	60
Account Executive	1-69, 71-72, 74	61
Account Executive	1-69, 71-72, 74	60
Account Executive	1-69, 71-72, 74	67
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	60
Account Executive	1-69, 71-72, 74	71
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	60
Account Executive	1-69, 71-72, 74	72
Account Executive	1-69, 71-72, 74	72
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	59
Account Executive	1-69, 71-72, 74	72
Account Executive	1-69, 71-72, 74	72
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	72
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	59
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	61
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	72

**WGRB(AM), WGCI-FM, WNUA(FM), WKSC-FM, WVAZ(FM),  
WLIT-FM & WVON(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2007 to July 31, 2008**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	<b>AACF Computer Learning Center</b> 145 Westgate Oak Park, IL 60301 (708) 848-1700 Contact: Tami Yarbrough	Y	0
2	<b>Augustana College</b> 639 38 <sup>th</sup> Street Rock Island, IL 61201 (309) 794-7339 Email: <a href="mailto:caklauke@augustana.edu">caklauke@augustana.edu</a> Contact: Laura O'Melia	N	0
3	<b>Ball State University</b> Muncie, IN 47306 (765) 285-2430 Email: <a href="mailto:j212goodwin@bsu.edu">j212goodwin@bsu.edu</a> Contact: Joseph Goodwin	N	0
4	<b>Benedictine University</b> 5700 College Drive Lisle, IL 60532 (630) 829-6037 Contact: Julie Cosimo	Y	0
5	<b>Black College Radio Organization</b> P.O. Box 3191 Atlanta, GA 30302 (404) 523-6136 Email: <a href="mailto:BCRMail@aol.com">BCRMail@aol.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	<b>Bradley University</b> 1501 W. Bradley Avenue Peoria, IL 61625 (309) 676-7611 Email: <a href="mailto:kwiedman@bradley.edu">kwiedman@bradley.edu</a> Contact: Kay Wiedman	N	0
7	<b>Centers for New Horizons</b> 4150 S. King Drive Chicago, IL 60653 (773) 373-5700 Email: <a href="mailto:charleneh@cnh.org">charleneh@cnh.org</a> Contact: Charlene Hill	N	0
8	<b>Chicago State University</b> 9501 S. King Drive Chicago, IL 60628 (773) 995-2327 Email: <a href="mailto:careers@csu.edu">careers@csu.edu</a> Contact: Tameca Blossom-Lyons	N	0
9	<b>Columbia College</b> 600 S. Michigan Avenue Chicago, IL 60605 (312) 344-7280 Email: <a href="mailto:columbiaworks@colum.edu">columbiaworks@colum.edu</a> Contact: Tom Joyce	Y	2
10	<b>Concordia University</b> 7400 Augusta Street River Forest, IL 60306 (708) 209-3033 Email: <a href="mailto:career.services@cuchicago.edu">career.services@cuchicago.edu</a> Contact: Darcie Campos	Y	0
11	<b>DePaul University</b> 1 E. Jackson Chicago, IL 60604 Email: <a href="mailto:aghamori@depaul.edu">aghamori@depaul.edu</a> Contact: Aisha Ghamori	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
12	<b>Dominican University</b> 7900 W. Division Street River Forest, IL 60305 (708) 524-6786 Email: <a href="mailto:rscotto@dom.edu">rscotto@dom.edu</a> Contact: Roberta Scotto	Y	0
13	<b>Eastern Illinois University</b> 600 N. Lincoln Avenue Charleston, IL 61920 Email: <a href="mailto:llmoore@eiu.edu">llmoore@eiu.edu</a> Contact: Linda Moore	Y	0
14	<b>Elmhurst College</b> 190 Prospect Avenue Elmhurst, IL 60126-3296 (630) 617-3500 Email: <a href="mailto:anthonyc@elmhurst.edu">anthonyc@elmhurst.edu</a> Contact: Anthony Colantoni	N	0
15	<b>Governors State University</b> 1 University Parkway University Park, IL 60466-0975 (708) 235-3974 Email: <a href="mailto:jsloss@ccc.edu">jsloss@ccc.edu</a> Contact: James Sloss, Jr.	Y	0
16	<b>Harold Washington College</b> 30 E. Lake Street Chicago, IL 60601 (312) 553-5600 Email: <a href="mailto:l-haddox@govst.edu">l-haddox@govst.edu</a> Contact: Loretta Haddox	Y	0
17	<b>Insite Training</b> 4343 W. 123 <sup>rd</sup> Street Alsip, IL 60803 (708) 371-9790 Email: <a href="mailto:dwillis@sertomacentre.org">dwillis@sertomacentre.org</a> Contact: Deanna Willis	Y	0
18	<b>Illinois Department of Employment Security</b> 33 S. State Street Chicago, IL 60603 (312) 793-6818 Contact: Mike Poyma	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
19	<b>Illinois Center for Broadcasting</b> 55 W. 22 <sup>nd</sup> Street Lombard, IL 60148 (630) 916-1700 Email: <a href="mailto:gary@beonair.com">gary@beonair.com</a> Contact: Gary James	Y	7
20	<b>Illinois State University</b> 185 Student Services Building Normal, IL 61790 (319) 438-2689 Email: <a href="mailto:jbmunz@ilstu.edu">jbmunz@ilstu.edu</a> Contact: Jim Munz	Y	0
21	<b>Illinois Wesleyan University</b> 1312 Park Street Bloomington, IL 61701 (309) 556-1000 Email: <a href="mailto:snoonan@iwu.edu">snoonan@iwu.edu</a> Contact: Sue Noonan	Y	0
22	<b>Jobs For Youth/Chicago, Inc.</b> 50 E. Washington Street, Fourth Floor Chicago, IL 60602 (312) 499-4778 Email: <a href="mailto:info@jfyChicago.org">info@jfyChicago.org</a> Contact: Carla Outten	Y	0
23	<b>Indiana University Kelley School of Business</b> 801 W. Michigan Street Indianapolis, IN 46202 (317) 274-2587 Email: <a href="mailto:angjmeve@iupui.edu">angjmeve@iupui.edu</a> Contact: Angie Meyer	Y	0
24	<b>Kane County Department of Employment</b> 30 DuPage Court Elgin, IL 60120 (847) 888-7900 Contact: Kathleen Wall	Y	0
25	<b>Kennedy King College</b> 6800 S. Wentworth, 2E49 Chicago, IL 60621 (773) 602-5419 Contact: Esmeralda Torres	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
26	<b>Kendall College</b> 900 N. Branch Street Chicago, IL 60622 Email: <a href="mailto:careerservices@kendall.edu">careerservices@kendall.edu</a>	Y	0
27	<b>Knox College</b> 2 E. South Street Galesburg, IL 61401-4999 Email: <a href="mailto:hpoppy@knox.edu">hpoppy@knox.edu</a> Contact: Heather Poppy	Y	0
28	<b>Korean American Community Services</b> 4300 California Avenue Chicago IL 60618 (773) 583-5501, Ext. 125 Email: <a href="mailto:info@kacschgo.org">info@kacschgo.org</a> Contact: Claudia Perez	Y	0
29	<b>Lake Forest College</b> 555 N. Sheridan Road Lake Forest, IL 60045 (847) 234-3100 Email: <a href="mailto:degross@lakeforest.edu">degross@lakeforest.edu</a> Contact: Helene Degross	N	0
30	<b>Lakeland Community College</b> 5001 Lake Land Boulevard Mattoon, IL 61938 (217) 234-5430 Email: <a href="mailto:jobs@lakeland.cc.il.us">jobs@lakeland.cc.il.us</a> Contact: Heather Nohren	Y	0
31	<b>LDS Employment Resource Services</b> 1801 N. Mill Street Naperville, IL 60563 Email: <a href="mailto:wel-ec-chicago@ldsmail.net">wel-ec-chicago@ldsmail.net</a> Contact: Sally Morrison	Y	0
32	<b>Lewis University</b> 1 University Parkway Romeoville, IL 60466 (815) 836-5282 Email: <a href="mailto:breierch@lewisu.edu">breierch@lewisu.edu</a> Contact: Chris Breier	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
33	<b>Loyola University</b> 6439 N. Sheridan Road Chicago, IL 60626 (773) 508-7010 Contact: Joe Reeves	Y	0
34	<b>Malcolm X College</b> 1900 W. VanBuren Chicago, IL 60612 (312) 850-7188 Email: <a href="mailto:rholder@ccc.edu">rholder@ccc.edu</a> Contact: Renodder Holder-Brown	N	0
35	<b>Millikin University</b> 1184 W. Main Street Decatur, IL 62522 Email: <a href="mailto:pmfolger@millikin.edu">pmfolger@millikin.edu</a> Contact: Pam Folger	Y	0
36	<b>Miller Broadcast Management, Inc.</b> 616 W. Fulton Street, Suite 516 Chicago, IL 60661 (312) 454-1111 Email: <a href="mailto:info@millerbroadcast.com">info@millerbroadcast.com</a> Contact: Matt Miller	N	0
37	<b>Moraine Valley Community College</b> 9000 College Parkway Palos Hills, IL 60465 (708) 974-5737 Email: <a href="mailto:kelsay@morainevalley.edu">kelsay@morainevalley.edu</a> Contact: Lisa Kelsay	Y	0
38	<b>Moody Bible Institute</b> 820 N. LaSalle Chicago, IL 60610 (312) 329-2155 Email: <a href="mailto:careerdev@moody.edu">careerdev@moody.edu</a> Contact: Katie Issak	Y	0
39	<b>National Association of Minority Media Executives</b> 7950 Jones Branch Drive McLean, VA 22107 (703) 854-7179 Contact: Nancy Osborn	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
40	<b>North Central College</b> 30 N. Brainerd Street Naperville, IL 60563 (630) 637-5141 Contact: Marlene Staryzk	Y	1
41	<b>Northern Illinois University</b> Campus Life Building, Room 220 DeKalb, IL 60115 (815) 753-8344 Email: <a href="mailto:careerservices@niu.edu">careerservices@niu.edu</a> Contact: Kathy Zuidema	N	0
42	<b>Northeastern Illinois University</b> 5500 N. St. Louis Avenue Chicago, IL 60625-4699 (773) 442-4680 Email: <a href="mailto:B-Cosentino@neiu.edu">B-Cosentino@neiu.edu</a> Contact: Barbara Cosentino	N	0
43	<b>Northwestern Business College</b> 1805 F Mill Street Naperville, IL 60568 (630) 753-9091 Email: <a href="mailto:jclarke@nwbc.edu">jclarke@nwbc.edu</a> Contact: Jennifer Clarke	Y	0
44	<b>Parkland College</b> 2400 W. Bradley Champaign, IL 61821 (217) 351-2536 Email: <a href="mailto:CMartin@parkland.edu">CMartin@parkland.edu</a> Contact: Carolyn Martin	Y	0
45	<b>Purdue University – Calumet</b> 2200 169 <sup>th</sup> Street Hammond, IN 46323-2094 (219) 989-2600 Email: <a href="mailto:careerservices@calumet.purdue.edu">careerservices@calumet.purdue.edu</a> Contact: Donna Weidenfeller	Y	0
46	<b>Rainbow/Operation Push</b> 930 E. 50 <sup>th</sup> Street Chicago, IL 60615 (773) 373-3366 Contact: Tannis Williamson	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
47	<b>Radio Center for People With Disabilities</b> 230 E. Ohio Street, Suite 101 Chicago, IL 60611 (312) 640-5000 Email: <a href="mailto:RC4PD@aol.com">RC4PD@aol.com</a> Contact: Brad Saul	N	0
48	<b>Robert Morris College</b> 401 S. State Street Chicago, IL 60605 (312) 935-4042 Email: <a href="mailto:bboersma@robertmorris.edu">bboersma@robertmorris.edu</a> Contact: Bonnie Boerema	Y	0
49	<b>Right Track Mentoring &amp; Employment</b> (708) 647-9904 Contact: Michelle Rouse	Y	0
50	<b>Southern Illinois University</b> Woody Hall B-204, Mailcode 4703 Carbondale, IL 62901-6606 (618) 453-7112 Email: <a href="mailto:bevj@siu.edu">bevj@siu.edu</a> Contact: Beverly Robbins	N	0
51	<b>Spanish Coalition for Jobs</b> 2011 W. Pershing Road Chicago, IL 60609 (773) 247-0707 Email: <a href="mailto:scj@scj-usa.org">scj@scj-usa.org</a> Contact: Celia Lopez	N	0
52	<b>Trinity Christian College</b> 6601 W. College Drive Palos Heights, IL 60463 (708) 239-4821 Email: <a href="mailto:careercenter@trnty.edu">careercenter@trnty.edu</a> Contact: Jackie Medenblik	N	0
53	<b>Truman College</b> 1145 W. Wilson Chicago, IL (773) 907-4737 / (773) 907-4714 Email: <a href="mailto:amarin17@ccc.edu">amarin17@ccc.edu</a> Contact: Amanda Marin	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
54	<b>University of Illinois</b> 119 Gregory Hall Champaign, IL 61820 (217) 333-0709 Email: <a href="mailto:jasweet@uiuc.edu">jasweet@uiuc.edu</a> Contact: Julie Sweet	Y	1
55	<b>University of Illinois – Chicago</b> 1200 W. Harrison Street Chicago, IL 60607 (773) 702-1234 Email: <a href="mailto:mbrooks@uchicago.edu">mbrooks@uchicago.edu</a> Contact: Max Brooks	Y	0
56	<b>Wilbur Wright College</b> 4300 N. Narragansett Chicago, IL 60634 (773) 481-8527 Email: <a href="mailto:job_placement_wright@ccc.edu">job_placement_wright@ccc.edu</a> Contact: Irene Horne	Y	0
57	<b>Veteran Improvement Program</b> 1240 E. 79 <sup>th</sup> Street Chicago, IL 60619 (773) 374-9800 Email: <a href="mailto:jobsforveterans@yahoo.com">jobsforveterans@yahoo.com</a> Contact: Jackie Collins	Y	0
58	<b>YWCA of Metropolitan Chicago</b> 360 N. Michigan Avenue, Suite 800 Chicago, IL 60601 (312) 372-6600 Email: <a href="mailto:cynthia.anglin@ywcachicago.org">cynthia.anglin@ywcachicago.org</a> Contact: Cynthia Anglin	N	0
59	<b>Station Websites (all SEU stations)</b> <a href="http://www.gospel1390.com">www.gospel1390.com</a> ; <a href="http://www.wgci.com">www.wgci.com</a> ; <a href="http://www.wnua.com">www.wnua.com</a> ; <a href="http://www.kiss1035.com">www.kiss1035.com</a> ; <a href="http://www.v103.com">www.v103.com</a> ; <a href="http://www.litefm.com">www.litefm.com</a> ; <a href="http://www.wvon.com">www.wvon.com</a>	N	16
60	<b>Clear Channel Clear Careers Website</b> 200 E. Basse Road San Antonio, TX 78209 <a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	15

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
61	<b>Chicago Tribune</b> (312) 222-2222 Contact: Chad Jones	N	2
62	<b>Employee Referral</b>	N	47
63	<b>Walk-Ins/Self Referral</b>	N	0
64	<b>Internship Program</b>	N	15
65	<b>Internal Posting</b>	N	6
66	<b>Inside Radio</b> P.O. Box 442 Littleton, NH 03561 (800) 640-8852 <a href="http://www.insideradio.com">www.insideradio.com</a> Contact: Gene McKay	N	0
67	<b>On-Air Announcements (all SEU stations)</b>	N	5
68	<b>Job Fairs</b>	N	2
69	<b>Craigslist Website</b> <a href="http://www.chicago.craigslist.com">www.chicago.craigslist.com</a>	N	4
70	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
71	<b>Monster.com Website</b> <a href="http://www.monster.com">www.monster.com</a>	N	1
72	<b>Non-Employee Referral</b>	N	21
73	<b>Clear Channel University</b> (713) 830-8434 Email: <a href="mailto:maconcauthen@clearchannel.com">maconcauthen@clearchannel.com</a> Contact: Macon Cauthen	N	1
74	<b>Illinois Broadcasters Association Website</b> <a href="http://www.ilba.org">www.ilba.org</a>	N	1
75	<b>Internal Transfer/Promotion</b>	N	11
76	<b>NJW Associates</b> 134 North LaSalle, Suite 1030 Chicago, IL 60602 (312) 857-1999	N	6
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			164

**WGRB(AM), WGCI-FM, WNUA(FM), WKSC-FM, WVAZ(FM),  
WLIT-FM & WVON(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2007 to July 31, 2008**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Job Fair	On August 30, 2007, our stations participated in the Loyola University Chicago Internship and Part-Time Job Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities and internships at the stations with students interested in broadcasting careers.
<b>2</b>	Participate in Job Fair	On September 28, 2007, our stations participated in the Illinois Broadcasters Association Career Fair held at Illinois State University. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>3</b>	Participate in Job Fair	On February 21, 2008, our stations participated in the Loyola University Chicago Communications Career Night. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.
<b>4</b>	Participate in Job Fair	On February 26, 2008, our stations participated in the DePaul University Music and Entertainment Career Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.
<b>5</b>	Participate in Job Fair	On March 3, 2008, our stations participated in the Knox College Internship Fair. Station participants included our Human Resources Assistant, who discussed job opportunities and internships at the stations with students interested in broadcasting careers.

<b>6</b>	Participate in Job Fair	On July 1, 2008, our stations participated in a job fair at the Rainbow PUSH Coalition Annual Conference. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>7</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 30, 2007, our stations participated in the Chicago Public Schools “Principal for a Day” Program. Station participants included our Vice President of Communications and Account Executive, who spoke to students about their careers in the broadcast industry.
<b>8</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 1, 2007, our Vice President of Communications and Communications Coordinator spoke to the students in a Radio Management class at Columbia College about the process required for managing a radio station and about career opportunities in broadcasting.
<b>9</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 27, 2007, our stations participated in the Intercollegiate Broadcasting System (IBS) Radio Conference held at Columbia College. Station participants included our WKSC-FM Production Director, WKSC-FM On-Air Personality, and WGCI-FM On-Air Personality, who provided information to the students about the duties of an on-air host and about the production aspects of the radio industry.
<b>10</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On February 1, 2008, our stations participated in the Chicago Vocational Career Academy National Job Shadow Day. Station participants included our WGCI-FM Promotions Director, WLIT-FM/WNUA(FM) Promotions Director, and WVAZ(FM) Program Director, who provided information to the students about radio operations and broadcasting careers.
<b>11</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On March 4, 2008, our stations hosted students from Northshore Academy to participate in a job shadow day. Station participants included our WKSC-FM On-Air Personality, WLIT-FM Assistant Program Director, and WKSC-FM Production Director, who provided information to the students about radio operations and broadcasting careers.
<b>12</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 17, 2008, our Programming Assistant participated in the New Trier High School Annual Career Day and spoke to students about internships and career opportunities in broadcasting.

13	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 25, 2008, our WKSC-FM General Sales Manager participated in the Scullen Middle School Career Speaker's Day and spoke to eighth grade students about the sales aspect of the broadcasting industry.
14	Internship Program	<p>During the reporting period, our stations hosted approximately 20 interns per quarter from the following colleges and universities: Columbia College, SUNY Fredonia, University of Illinois, Harold Washington College, Illinois Center for Broadcasting, Illinois State University, DePaul University, Texas Southern University, Chicago State University, Howard University, East West University and Northwestern University. In addition, our stations hosted three interns as part of the Clear Channel University, Bayliss Internship Program. Interns work in the Promotions, Sales, Programming and Production Departments and receive college credit for their participation in the program. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>From May to July 2008, WVON(AM) hosted 11 students as interns from Columbia College Chicago, Florida A&amp;M University, Spelman College, Northern Illinois University, Roosevelt University, Hyde Park High School and Percy L. Julian High School. Students had the opportunity to learn about the roles and responsibilities associated with the following departments: Sales, Promotions &amp; Marketing; Programming; and News, Traffic, Administrative &amp; Production.</p>
15	Co-Sponsor Job Fair	On August 16, 2007, our stations co-sponsored the 2007 Hispanic Business Expo held at Navy Pier. Station participants included our Director of Market Research, who presented at the Marketing and Sales Workshop and discussed job opportunities at the stations with individuals interested in broadcasting careers.
16	Provide Training to Managers Regarding Equal Employment Opportunity and Discrimination	On November 6, 2007, all station managers participated in diversity and inclusion training conducted by the Clear Channel Corporate Talent and Diversity Manager. This training was also provided to all full-time employees on November 7, 2007.